Project Triple Win
Nurses from third countries for the German labour Market

Federal Employment Agency/International Placement Services (ZAV)
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)
Triple Win – A sustainable market-funded model (1/2)

- Countries: Serbia, Bosnia-Herzegovina, Philippines and Tunisia
  - Interest of partner labour administration
  - Numbers of (un-) employment rates and labour market
  - Matching of nursing qualifications
- Placement on the basis of bilateral agreements between the German Federal Employment Agency and the labour administration of the respective partner country
- Allocation of costs for the GIZ services to the employer per procured employee (4,000 €/5.500 € incl. sales tax); for nurses, there are no fees
Triple Win – A sustainable market-funded model (2/2)

- Employment contract based on local conditions (for at least one year); salary normally 1,900 €, 2,300 € (gross) after the official recognition of professional qualifications
- Employer pays travel cost from home country to Germany and organizes a first apartment
- Supported by the employer, nurses participating in the project commit themselves to carry on the procedure for the recognition of qualifications within their first year of work
Sustainability – recognising, designing and maintaining a Triple Win-situation

**Interests of Germany and its employers**

Providing an individual linguistic and technical preparation, as well as supporting the integration process into both the workplace and the German society, the employer benefits from a well prepared and qualified employee.

**Situation in the country of origin**

With a consistent orientation towards the World Health Organization’s (WHO) code of conduct, we renounce the recruitment of nurses from any country with a shortage of health care staff itself. Rather, the labor market of countries with overcapacities in the health care sector can be relieved. Furthermore, a know-how transfer is established in the long term.

**The nurse’s personal situation**

Immigration is successful, if there is integration into the workplace and into the society of the host country at the same time. Professionals will improve their personal competences and build on their career perspectives.
Structure of the Project

- Project lead: Agiz, Germany
- Home countries: Sarajevo, Belgrad, Manila, Tunis
- Partner countries: Bosnia-Herzegovina (ARZ), Serbia (NSZ), Philippines (POEA), Tunisia (ANETI)
Triple Win - Processes

- Recruitment and selection of candidates
- Language course/Orientation training
- Professional preparation
- Offering job vacancies to preselected candidates
- Support of departure process
- Support of integration process
- Support of the recognition process
- Monitoring
Experiences and perspectives

- Numbers of placements since 2013:
  - Bosnia-Herzegovina: 515
  - Serbia: 622
  - Philippines: 1122
  - Tunisia: 18
- After 2 years 81.5% of the nurses are still with their employer
- Almost every nurse passes the recognition exam, average of 10 months
- Demand for qualified nurses in Germany is increasing
- Triple Win is looking for new partner countries
Thank you for your attention!

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